

2025-2026 HCEA Job Satisfaction Survey Trend Report

Atholton High School	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	23-24	24-25	25-26	25-26 OVERALL- HS	25-26 OVERALL- ALL
Overall, morale at my school/worksite is good.	48.7%	60.9%	30.3%	38.6%	90.8%	73.8%	38.2%	71.4%	48.4%	48.2%	45.6%	67.8%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	46.1%	56.9%	25.8%	33.3%	80.3%	69.6%	50.6%	73.2%	43.3%	43.4%	50.0%	69.3%	70.0%
I personally feel successful in my work.	85.5%	86.2%	84.8%	89.5%	88.2%	86.5%	73.0%	88.8%	29.4%	85.5%	81.8%	89.8%	85.9%
I feel involved in decision-making at my school/worksite.	41.9%	38.1%	23.1%	29.8%	65.8%	55.0%	31.8%	60.2%	29.4%	45.0%	51.7%	58.5%	62.7%
I want to be involved in decision-making at my school/worksite.	92.0%	85.7%	88.7%	83.9%	86.8%	81.8%	87.2%	83.0%	83.7%	81.8%	77.6%	86.4%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	61.3%	59.7%	40.9%	46.3%	77.0%	64.0%	65.9%	76.0%	52.3%	57.8%	73.9%	73.8%	73.8%
In my school/worksite, I am treated as a professional	69.7%	72.3%	64.6%	65.5%	89.3%	85.2%	79.3%	86.6%	83.0%	80.7%	86.0%	85.9%	85.5%
There is good teamwork among staff in my school/worksite.	67.1%	68.8%	65.1%	69.1%	78.9%	77.9%	71.3%	80.4%	80.9%	76.8%	78.4%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	74.3%	82.0%	71.0%	72.7%	86.1%	75.0%	76.0%	84.6%	80.5%	75.0%	82.7%	82.2%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	76.3%	81.0%	71.2%	85.5%	90.8%	89.8%	61.4%	80.4%	71.6%	62.7%	65.9%	72.2%	69.9%
My work performance is evaluated fairly.	75.3%	58.7%	67.7%	60.7%	80.6%	80.6%	77.0%	87.6%	80.9%	87.8%	84.9%	89.4%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	50.0%	42.2%	42.4%	55.6%	54.7%	59.5%	32.9%	52.1%	55.1%	53.8%	49.4%	51.4%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	81.6%	87.7%	90.9%	93.0%	89.5%	90.9%	89.5%	93.8%	88.8%	90.1%	89.8%	88.3%	82.2%
My administrators/supervisors respect the negotiated contracts	82.4%	84.4%	73.8%	83.6%	97.3%	92.0%	90.5%	96.9%	88.5%	87.8%	96.5%	92.2%	91.2%
My planning time is respected by my school administrators/supervisors	76.7%	70.2%	72.1%	84.0%	93.0%	78.4%	91.0%	90.6%	81.9%	83.1%	87.7%	87.1%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	63.2%	63.8%	46.8%	41.2%	88.4%	61.3%	48.7%	70.8%	25.0%	35.6%	37.8%	64.2%	71.9%
In my school, student misbehavior interferes with learning.	51.4%	29.8%	65.6%	58.9%	36.1%	55.0%	83.5%	74.4%	86.2%	92.4%	85.4%	66.8%	70.5%
Too much instructional time is spent administering assessments.	77.9%	87.1%	80.6%	80.4%	75.7%	65.5%	69.6%	54.5%	56.5%	54.8%	56.3%	59.6%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	37.7%	32.3%	21.5%	25.0%	52.8%	39.0%	26.2%	37.6%	26.8%	39.5%	24.1%	25.4%	36.2%
Increased workload has contributed to a decline in my morale.	73.7%	76.2%	73.4%	68.5%	65.8%	66.2%	87.2%	67.0%	78.8%	74.0%	76.8%	69.1%	67.2%
I am paid fairly.	41.9%	32.3%	38.5%	57.9%	59.2%	51.4%	34.1%	46.9%	38.2%	36.1%	47.7%	47.4%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	28.2%	3.3%	3.2%	92.7%	94.6%	67.8%	29.4%	63.9%	21.6%	67.1%	52.4%	64.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	27.8%	8.5%	72.3%	77.8%	91.5%	47.1%	17.2%	38.5%	15.5%	37.0%	31.0%	32.8%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	83.8%	90.5%	100.0%	87.0%	100.0%	92.0%	84.9%	90.5%	87.6%	91.4%	89.2%	82.3%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	65.7%	56.9%	57.4%	61.1%	76.4%	67.4%	74.4%	77.2%	72.2%	74.0%	73.2%	69.1%	73.9%
In my position, I receive appropriate and adequate support and training	59.2%	62.5%	57.8%	67.9%	77.6%	68.1%	60.0%	65.6%	65.5%	58.5%	69.8%	65.7%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	21.4%	21.7%	21.5%	13.2%	9.6%	5.6%	10.5%	4.2%	8.0%	4.8%	12.9%	9.3%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	10.1%	21.0%	16.9%	17.0%	9.7%	8.9%	8.2%	8.3%	12.8%	7.2%	10.5%	8.8%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	37.8%	42.9%	39.1%	44.4%	42.1%	32.9%	33.7%	27.1%	28.4%	29.6%	31.3%	23.4%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					18.8%	17.4%	26.1%	44.6%	55.0%	46.8%	66.7%	42.4%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					66.1%	56.8%	66.7%	36.1%	33.3%	33.3%	74.3%	67.9%	76.5%
In my school, I spend too much time in meetings.						20.4%	21.3%	16.5%	38.6%	45.5%	67.5%	42.8%	47.6%
In my school, there is adequate support for special education students.						31.8%	47.6%	48.4%	45.3%	52.6%	59.8%	53.3%	33.3%
Participants	76	65	66	57	76 out of 141	89 out of 139	88 out of 143	98 of 140	90 out of 149	83 out of 146	88 out of 148		
Principal	Jennifer M. Clements	JoAnn Hutchens	JoAnn Hutchens	JoAnn Hutchens	Robert Motley	Robert Motley	Robert Motley	Robert Motley	Nick Novak	Nick Novak	Nick Novak		